

THE INFLUENCE OF PERSONALITY TRAITS TOWARDS
JOB PERFORMANCE AMONG SECONDARY SCHOOL TEACHERS

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Dedicated to my beloved husband, son, mom and dad.
Your love, understanding and support are always a great deal for me.
Words can't express my gratitude to you.

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ABSTRACT

This study is conducted to examine the influence of personality traits towards job performance among public secondary school teachers, specifically in Pasir Gudang town. The objective of this study is to identify the main personality traits, the level of job performance, the relationship between personality traits and job performance, and to identify the most dominant personality traits that influence job performance among secondary school teachers. A total population of 954 teachers from eight (8) public secondary schools in Pasir Gudang town were selected to be the respondents of this study. A cross-sectional survey was conducted using questionnaires which were distributed to the respondents. Descriptive analysis was used to identify the main personality traits and the level of job performance. Correlation test using the Pearson Correlation Coefficient (r) was also used to examine the relationship between independent and dependent variables. Besides that, the standard multiple regression was used to identify the most dominant personality traits that influence job performance among teachers. The findings revealed that the teachers possess personality trait of Agreeableness and has high level of job performance. In addition, it is found that there is a significant relationship between traits of Openness to Experience, Agreeableness, and Neuroticism with job performance. Besides that, the findings also indicated that Neuroticism is the most dominant trait that influence job performance among teachers. Positive implications of this study suggested that understanding on the influence of personality traits towards job performance will guide the Ministry of Education to select the suitable candidate to be an educator. This eventually will assist the realization of ministry's aim to produce quality and effective teachers.

ABSTRAK

Kajian ini dijalankan untuk mengkaji pengaruh personaliti terhadap prestasi kerja di kalangan guru-guru sekolah menengah awam, khususnya di bandar Pasir Gudang. Objektif kajian ini adalah untuk mengenalpasti personaliti utama, tahap prestasi kerja, hubungan antara personaliti dan prestasi kerja, dan untuk mengenalpasti personaliti yang paling dominan mempengaruhi prestasi kerja di kalangan guru-guru sekolah menengah. Sejumlah 954 guru dari lapan (8) sekolah menengah awam di bandar Pasir Gudang telah dipilih untuk menjadi responden kajian ini. Satu kajian rentas telah dijalankan menggunakan borang soal selidik yang diedarkan kepada responden. Data yang diperolehi telah digunakan untuk mengenalpasti personaliti utama dan tahap prestasi kerja. Ujian korelasi menggunakan Pekali Korelasi Pearson (r) pula digunakan untuk melihat hubungan antara pembolehubah bebas dan bersandar. Selain itu, regresi berganda telah digunakan untuk mengenalpasti personaliti yang paling dominan mempengaruhi prestasi kerja di kalangan guru-guru. Dapatan kajian menunjukkan bahawa guru-guru mempunyai sifat keperibadian *Agreeableness* dan mempunyai tahap prestasi kerja yang tinggi. Di samping itu, didapati bahawa terdapat hubungan yang signifikan antara ciri-ciri *Openness to Experience*, *Agreeableness*, dan *Neuroticism* dengan prestasi kerja. Selain itu, hasil kajian juga menunjukkan bahawa *Neuroticism* adalah sifat yang paling dominan mempengaruhi prestasi kerja di kalangan guru-guru. Implikasi positif daripada kajian ini menunjukkan bahawa pemahaman mengenai pengaruh personaliti terhadap prestasi kerja boleh dijadikan sebagai petunjuk kepada Kementerian Pelajaran untuk memilih calon yang sesuai untuk menjadi pendidik. Ini akhirnya akan membantu merealisasikan matlamat kementerian untuk melahirkan guru yang berkualiti dan berkesan.